zen EDUCATE

UK Equal Opportunities Policy

Last Reviewed September 2024.

Zen Educate is committed to encouraging equality, diversity and inclusion among its workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and for each employee, contractor or education professional (supply staff and tutors) receiving assignments in schools through Zen Educate to feel respected and able to give their best.

Zen Educate is also committed against unlawful discrimination of customers or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time, and in the work we offer education professionals

- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation

- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

Zen Educate commits to:

- Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense

- Create a working environment free of bullying, harassment, victimisation

and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff and education professionals are recognised and valued.

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities. Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures when made by staff, or under our complaints policy when made by an education professional, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
  Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

- Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

- Monitoring how the Equal Opportunities Policy is working in practice, reviewing it annually, and taking action to address any issues.

This policy is fully supported by the Leadership team at Zen Educate.